

Continuing Education and Training (CET): Now and Next



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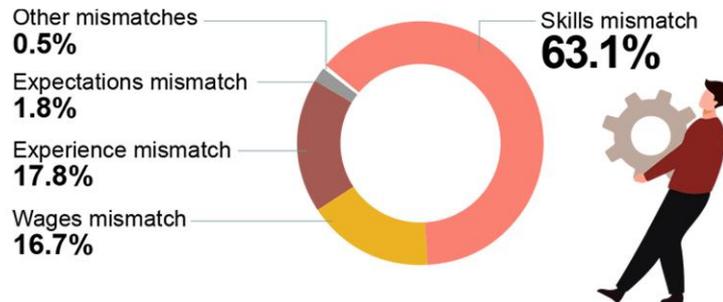
In this edition of the *Singapore Labour Research Digest*, we explore the training and learning opportunities provided by business leaders in Singapore in light of the Fifth Industrial Revolution. As technology and machines advance, workers must adapt their skills to meet evolving job requirements.

The study reveals that although skills mismatch is common, workers with skills gaps are not prioritised for training by business leaders. Key recommendations are provided to enhance Continuing Education and Training, aimed at enhancing workers' skills and meeting the demands of Singapore's current and future labour market.

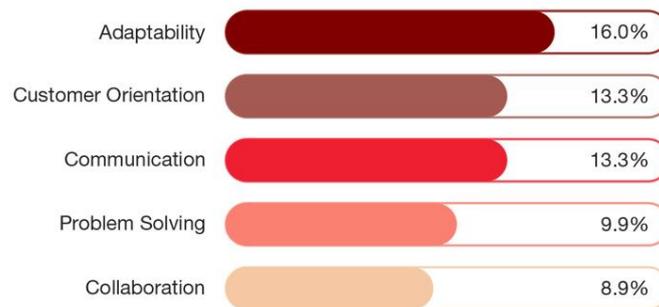
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Skills

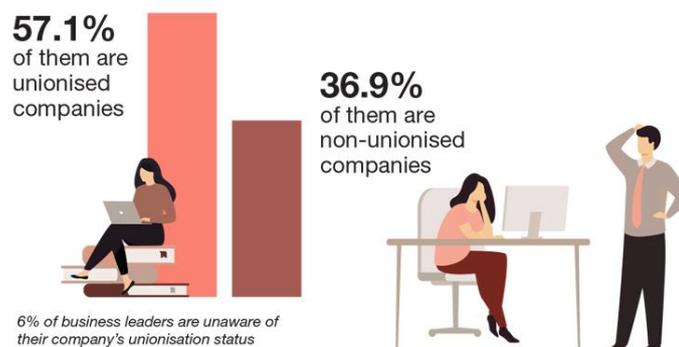
Skills mismatch (63.1%) continues to be the most prevalent form of mismatch according to business leaders.



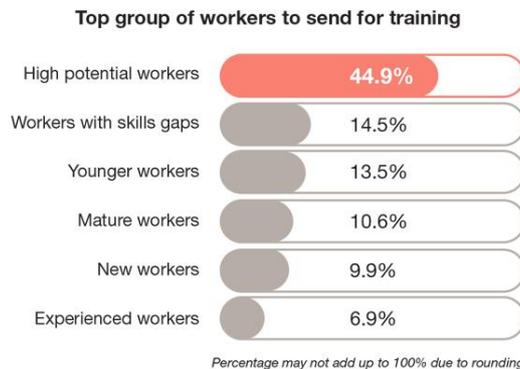
The top five transferable skills sought after by business leaders are:



Only **50.9% of business leaders** have **sent their workers for training** in the past six months, and **trade unions** are associated with **higher employer investment in training** for workers.



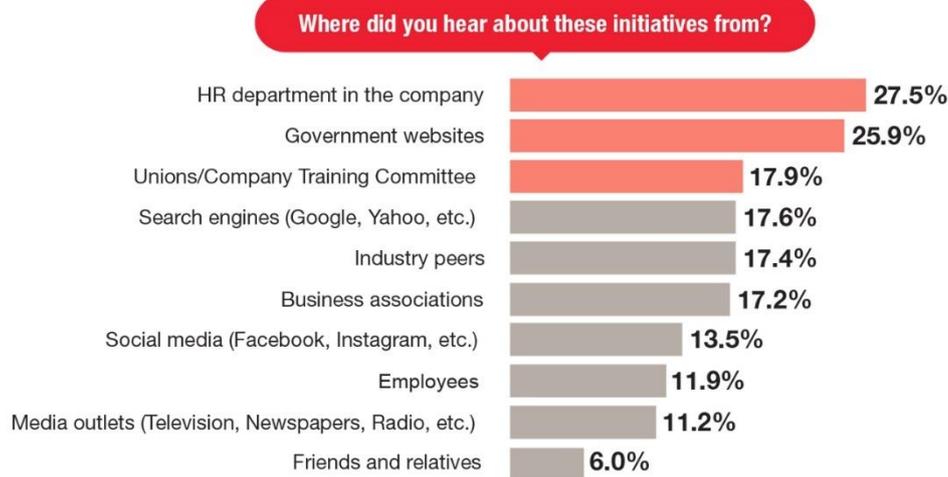
Workers with skills gaps are not the top priority for training according to business leaders. This puts a strain on the workers with skills gaps that would have benefitted from these training.



Awareness and Participation in Training-Related Initiatives

About 3 in 4 business leaders said they have participated in training-related initiatives by the Government, or the Labour Movement. However, **utilisation of initiatives remains low at an average of 14%**.

Unions remain one of the top 3 avenues where business leaders have heard of training-related initiatives.



Key Recommendations of Research Study

1. Promote more equal distribution of training opportunities for workers



A wider and more inclusive approach to training needs to be adopted within Singapore by shifting away from “professional favouritism” to recognising the capabilities and contributions of all, rather than few.

This can be achieved through strong channels of publicity like HR departments to raise awareness and increase education on equality of training opportunities for all workers. Greater incentives could also be provided for companies with a certain age profile to send their workers for specific training. For example, companies could be incentivised to send mature workers for digital courses.

2. Utilise NTUC LearningHub’s Learning eXperience Platform (LXP) to upskill workers



There is an accelerated need for digital education and mobile/online learning. Companies should leverage LXP, a one-stop online learning platform to implement upskilling and reskilling among workers. With timely, on-the-go, and bite-sized upskilling quality content, learning is made accessible for every worker, helping both companies and workers stay relevant and competitive.

3. Leverage NTUC's training and placement ecosystem as a strategic partner for business and workforce transformation



Companies can tap on resources through NTUC's training and placement ecosystem — comprising Employment and Employability Institute (e2i), NTUC LearningHub (LHUB), NTUC Industry Training and Transformation (IT&T) and Ong Teng Cheong Labour Leadership Institution (OTCi).

With access to this suite of capabilities and support, management partners and union representatives can work together through the Company Training Committee platform to prepare the ground for a smoother business transformation journey, mobilise workers for upskilling, into new jobs, and address the aspirations of workers.

More in this issue — Lifelong Learning



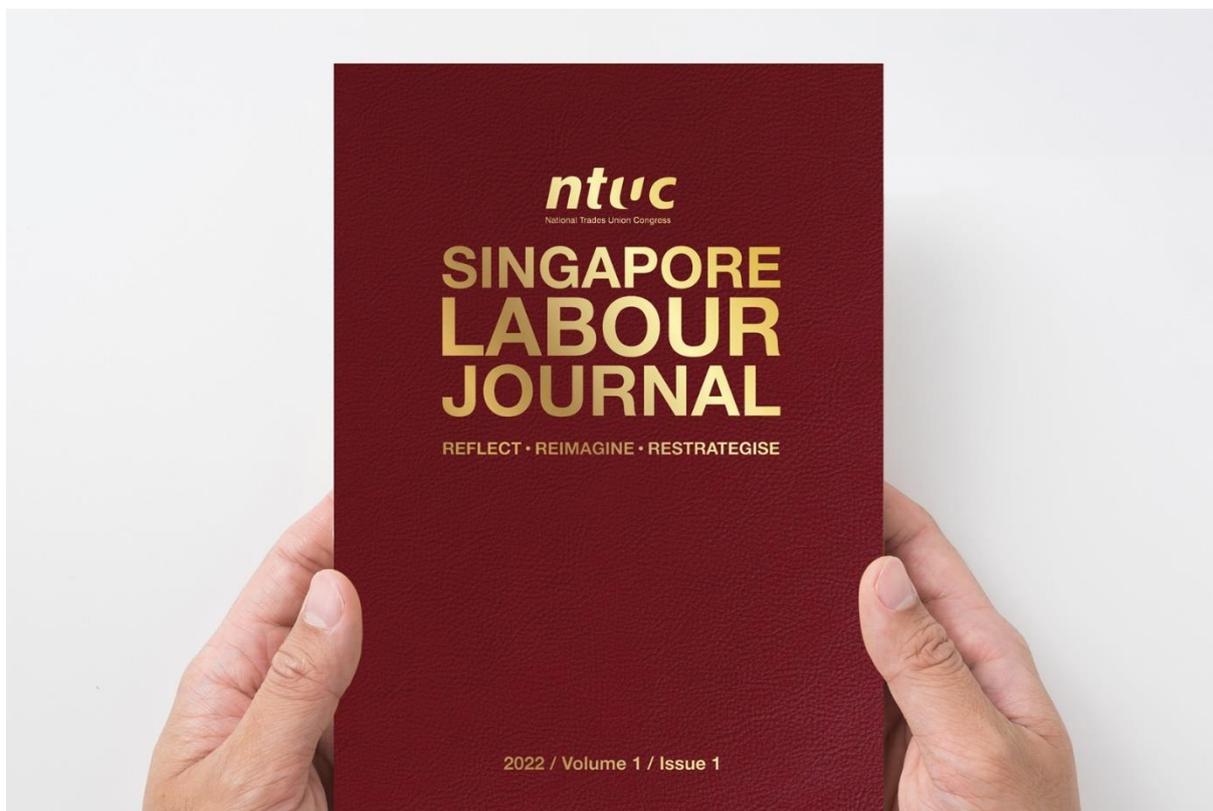
Many other countries are also on a journey to help their citizens master skills throughout their careers and develop a culture of lifelong learning. With Singapore still at an early stage of our SkillsFuture journey, we have a lot to learn from others. We have therefore looked at key strategies adopted — both in Singapore and in different parts of the world to promote lifelong learning.

Based on our research, these can be encapsulated as the “5As”:

- **A**ppropriate Balance between Training and Work
- **A**ccess to Training for All Workers
- **A**geing Workforce Investment
- **A**pproaches to Foster Lifelong Learning
- **A**dapting Education

Read on to gain insights into the 5As.

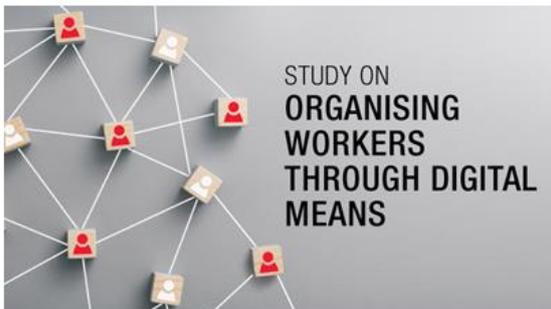
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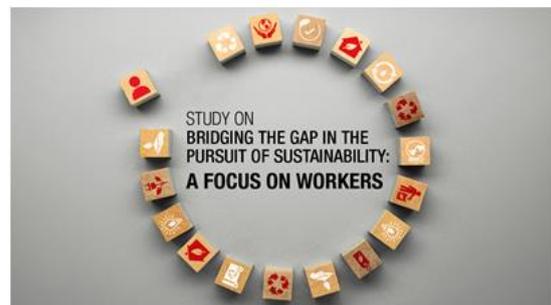
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NTUC launched the inaugural issue of the Singapore Labour Journal in October 2021. The journal aims to promote labour research and policy issues in Singapore and its surrounding regions. It is a peer-reviewed journal that provides a platform for academics, policymakers, and practitioners to publish and advance research in the field of labour. Click “read more” to download a copy of the journal.

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- Future of manufacturing: Mastery in the digital age

Thank you for reading this issue of the ***Singapore Labour Research Digest!*** Through this space, we aim to initiate discussions, promote debate, and advance the understanding of labour issues. Feel free to also forward this newsletter to colleagues who may find the resource relevant to their work.

Please do contact us at strategy@ntuc.org.sg if you are interested in a research collaboration.

Stay tuned for our next issue!

Presented by NTUC Strategy

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If you would like to find out more about the team behind the research, click [here!](#)

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